

## **EXHIBIT A**

**Customary and Comparable Compensation Disclosures with Fee Applications**

**EXHIBIT A****CUSTOMARY AND COMPARABLE COMPENSATION DISCLOSURES WITH FEE APPLICATIONS**

(See Guidelines C.3. for definitions of terms used in this Exhibit.)

<b>CATEGORY OF TIMEKEEPER</b> <b>(using categories already maintained by the firm)</b>		<b>BLENDED HOURLY RATE</b>	
		<b>BILLED OR COLLECTED</b> <b>Firm or offices for preceding year, excluding bankruptcy*</b>	<b>BILLED</b> <b>In this fee application</b>
	Sr./Equity Partner/Shareholder	\$1,050.00	\$1,286.20
	Of Counsel	\$950.00	\$1,155.97
	Associate (4-6 years since first admission)	\$750.00	\$ 675.00
	Law Library Director	\$450.00	\$ 495.00
	Paralegal	\$450.00	\$ 493.74
	Case Management Assistants	\$300.00	\$ 395.00
	All timekeepers aggregated	\$950.00**	\$1,120.43

\* Represents approximate blended hourly rate. Non-estate work for PSZ&J represents a de minimis amount of the Firm's revenues as the Firm's engagements are primarily on behalf of debtors, official committees, and other estate-billed constituencies. For fiscal year ending 2020, non-estate work represented approximately 5-7% of the Firm's revenues, and in 2021, non-estate work represented approximately 6-8% of the Firm's revenues. It is expected that non-estate work in 2022 will represent approximately 8-10% of the Firms' revenues.

\*\*Represents an estimate for the aggregate blended hourly rate for all timekeepers on non-estate work.

Case Name: First Guaranty Mortgage CorporationCase Number: 22-10584 (CTG)Applicant's Name: Pachulski Stang Ziehl & Jones LLPDate of Application: 12/21/2022Interim or Final Final